Preliminary Report: Health and Social Service Workforce in Hospitals and Nursing Homes

March 31, 1991

Alberta
Health and Social Services
Disciplines Committee
August, 1991

METHODOLOGY SUMMARY

The Alberta Health and Social Services Disciplines Committee has conducted a mail-out survey of employers in the health and social service sector in the province since 1979. This preliminary report summarizes workforce data provided by 93.0 percent of hospital and nursing home employers in 1991. The analyses in the report focus on the workforce changes that have occurred from 1990 to 1991. To allow for valid comparisons between these years, only the responses from employers who provided information for *both* 1990 and 1991 are included in the data summaries.

Surveys were mailed to employers during the month of March. The hospital and nursing home mailing list included all facilities in the province which had acute care, auxiliary, nursing home, or psychiatric bed designations. The questionnaires were formatted into three main sections:

SECTION A collected information on full-time and part-time permanent personnel employed on March 31, full-time and part-time vacancies on March 31, and full-time and part-time resignations occurring during the year prior to March 31.

SECTION B requested information on casual, contract, temporary and relief personnel employed during the month of March.

SECTION C collected information on employer recruitment difficulties. Employers were requested to identify the vacant positions reported in Section A that had been vacant three months or longer while recruitment activities had been in progress. Employers were also requested to list the occupations for which they anticipated recruitment problems in the next year and the reasons for the anticipated staffing difficulty.

Employers were instructed to apply the following definitions when completing the survey:

Personnel employed: all individuals employed by your organization on a regular or part-time basis.

Full-time: thirty hours or more per week.

Part-time: less than thirty hours per week.

Vacancies: positions for which personnel are actively being recruited as of March 31.

Resignations: individuals who terminated employment during the one year period from April 1 to March 31. Do not include persons who have been promoted or transferred.

Casual/Contract/ Temporary/Relief Personnel: individuals who worked on-call, relief or on a temporary basis and who did not fill a regular full-time or part-time position. These individuals were paid directly through your organization or through an outside agency.

92-00150/

PRELIMINARY REPORT: HEALTH AND SOCIAL SERVICE WORKFORCE IN HOSPITALS AND NURSING HOMES, MARCH 31, 1991

1. INTRODUCTION

The annual survey of health and social service employers was conducted on March 31, 1991 by the Alberta Health and Social Services Disciplines Committee. Employers were requested to supply information on the number of permanent personnel, vacant positions, resignations and casual personnel. The following data summary provides a preliminary overview of the workforce data supplied by 93.0 percent of employers representing hospitals (acute, auxiliary, and mental health) and nursing homes in 1991. In 1990, these responding employers accounted for 42.0 percent of all the health and social service personnel reported. It is anticipated that a more detailed report, based on a more complete response rate from hospitals and nursing homes, will be released at a later date.

Preliminary data analyses indicate significant changes in the hospital and nursing home workforce from 1990 to 1991[1]:

- The total number of permanent personnel decreased by 2.6 percent from 1990 to 1991. This compares quite dramatically to the 7.9 percent increase in permanent personnel observed in the year prior, from 1989 to 1990. All of the decrease in permanent personnel in 1991 was due to the drop in the number of full-time personnel, which decreased by 8.8 percent. The number of part-time permanent personnel, in contrast, showed a notable increase of 6.5 percent from 1990 to 1991.

- The total proportion of permanent personnel working part-time increased substantially from 40.9 percent (1990) to 44.7 percent (1991).

- The number of full-time equivalent vacant positions dropped from 1,311 (1990) to 566 (1991). The total vacancy rate declined from 4.4 percent (1990) to 2.0 percent (1991).

- The number of full-time equivalent staff resignations also decreased substantially from 3,852 to 2,840. The overall turnover rate declined from 12.8 percent (1990) to 10.2 percent (1991).

2. PERMANENT PERSONNEL

- The total number of full-time and part-time permanent personnel employed by hospitals and nursing homes decreased by 2.6 percent, from 36,107 (1990) to 35,185 (1991).

- The number of registered nurses declined by 3.3 percent, from 15,140 (1990) to 14,634 (1991). The largest decreases in the number of registered nurses occurred in nursing education (30.2%) and nursing administration (26.4%). One nursing specialty which showed a significant increase in 1991

---

[1] 1991 data is based on a 93.0 percent response rate from hospitals and nursing homes. To allow for comparisons from 1990 to 1991, the employers who have not yet responded to the 1991 survey were not included in the 1990 data set.

was long term care which increased in number by 143 (8.5%).

- The number of licensed practical nurses declined by 482 (11.8%).

- The number of 'other' nursing personnel[2] increased substantially by 6.7 percent, from 4,224 (1990) to 4,507 (1991).

- Overall, the number of personnel employed in laboratory and diagnostic occupations declined by 9.7 percent. The greatest declines in the number of personnel were seen for medical laboratory technologists (10.6%) and for respiratory therapists (14.5%).

- Declines in total number of personnel were seen for a number of rehabilitation occupations including speech therapists (11.3%), physical therapists (6.5%) and occupational therapists (1.2%).

3. Percent Part-time Permanent Personnel

- The total proportion of permanent personnel working part-time in hospitals and nursing homes increased considerably from 40.9 percent (1990) to 44.7 percent (1991) .

- Registered nurses experienced one of the largest increases in the percentage of part-time personnel. For this occupational group, the percentage of part-time personnel grew from 41.8 percent (1990) to 46.7 percent (1991).

- Non-RN personnel also showed notable increases in the percentage of part-time. The proportion of part-time licensed practical nurses increased from 48.0 percent (1990) to 51.5 percent (1991). For 'other' nursing personnel, the percentage of part-time increased from 49.7 percent (1990) to 54.0 percent (1991).

- Overall, the proportion of part-time personnel working in the rehabilitation occupations increased from 29.8 percent (1990) to 34.3 percent (1991). In 1991, the proportions of part-time speech therapists (30.4%), occupational therapists (32.1%) and physical therapists (34.9%) increased from 1990.

4. Casual/Contract/Temporary/Relief Personnel

- In contrast to the declines seen in the number of permanent personnel, the total number of casual/contract personnel employed during the month of March increased by 5.7 percent, from 7,059 (1990) to 7,463 (1991). However, the average number of hours worked during March by casual/contract workers declined slightly from 47.6 (1990) to 45.4 (1991).

- The number of registered nurses employed on a casual/contract basis increased by a notable 7.9

---

[2] 'Other' nursing personnel includes nursing aides, nursing attendants and any nursing staff who are not registered nurses, graduate nurses, psychiatric nurses, licensed practical nurses, porters or unit ward clerks but work in direct care.

percent, from 4,171 (1990) to 4,502 (1991). The average hours worked during March by casual/contract registered nurses remained fairly constant from 1990 (40.5) to 1991 (40.9).

- The number of casual/contract licensed practical nurses employed during March increased by 1.1 percent, from 1,151 (1990) to 1,164 (1991). The average number of hours worked by this occupational group showed little change from 1990 (50.7) to 1991 (51.4).

- There was very little change in the number of casual/contract occupational therapists employed during March from 1990 (45) to 1991 (44). However, the average number of casual/contract hours worked in March by this occupational group increased considerably from 1990 (24.1) to 1991 (43.2).

- The number of casual/contract physical therapists working in March declined from 104 (1990) to 87 (1990). The decline in the number of casual/contract physical therapists was offset by a substantial increase in the average number of casual/contract hours worked from 38.1 (1990) to 59.8 (1991).

5. Vacancy Rates

- The total number of vacant positions in hospitals and nursing homes decreased considerably from 1,311 (1990) to 566 (1991). The overall vacancy rate dropped from 4.4 percent (1990) to 2.0 percent (1991).

- The number of vacant positions for registered nurses dropped substantially from 683 (1990) to 210 (1991). The corresponding vacancy rate for registered nurses declined from 5.4 percent (1990) to 1.8 percent (1991).

- The number of vacant positions reported for licensed practical nurses decreased from 108 (1990) to 33 (1991). The vacancy rate for this occupational group declined from 3.4 percent (1990) to 1.2 percent (1991).

- The number of vacant positions for rehabilitation personnel decreased from 160 (1990) to 100 (1991). Although the overall vacancy rate for rehabilitation personnel dropped from 1990, vacancy rates continued to be relatively high in 1991 for occupational therapists (9.7%) and for physical therapists (10.7%).

6. Three Month Vacant Positions

- The total number of positions that were vacant on March 31 for three months or longer decreased from 365 (1990) to 110 (1991). Overall, the proportion of vacant positions that were vacant for three months or longer declined from 27.8 percent to 19.5 percent.

- The number of vacant positions for registered nurses that were vacant for three months or longer decreased from 206 (1990) to 19 (1991). Almost all of the three month vacant positions (18) for registered nurses were reported by employers in small urban centres and rural areas.

• Three month vacant positions reported for licensed practical nurses decreased from 24 (1990) to 7 (1991). All of these three month vacant positions were located in small urban centres and rural areas.

• The number of occupational therapist positions vacant for three months or longer continued to be relatively high from 1990 (29) to 1991 (24). There was a decline in the number of physical therapist positions vacant for three month or longer from 1990 (53) to 1991 (38). Employers from all geographical locations (large urban, small urban, large town and rural areas) reported three month vacant positions for both occupational therapists and physical therapists.

7. Turnover Rates

• The total number of full-time equivalent resignations occurring in hospitals and nursing homes declined from 3,852 (1990) to 2,840 (1991). The overall turnover rate dropped from 12.8 percent (1990) to 10.2 percent (1991).

• The number of resignations for registered nurses decreased from 1,644 (1990) to 1,046 (1991). The corresponding turnover rate dropped substantially from 13.0 percent (1990) to 9.2 percent (1991).

• The turnover rate for licensed practical nurses decreased from 10.7 percent (1990) to 8.1 percent (1991).

• The number of resignations among rehabilitation personnel also decreased from 304 (1990) to 253 (1991). Although the overall turnover rate for rehabilitation personnel declined, the 1991 turnover rate for occupational therapists (18.4%) and physical therapists (18.4%) remained high in comparison to other occupations.

8. Further Information

Questions regarding the methodology or the data supplied in this preliminary report can be addressed to the Alberta Health and Social Services Disciplines Committee. As noted earlier, a more detailed report, based on a more complete response rate from the hospital and nursing home sector, will be released at a later date. At that time, individuals or organizations may request supplemental information and analyses specific to their needs. It should be noted that the Alberta Health and Social Services Disciplines Committee is able to release information on aggregate data only; data on individual employers is confidential and may only be released to the reporting employer. For further information, please contact:

Alberta Health and Social Services Disciplines Committee
5th Floor, Kensington Place
10011-109 Street
Edmonton, Alberta T5J 3S8
Telephone: (403)427-2655

APPENDIX 1. PRELIMINARY DATA RELEASE*
HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY HOSPITALS AND NURSING HOMES**
MARCH 31, 1990 AND 1991***

		1990 TOTAL PERSONNEL	1991 TOTAL PERSONNEL	1990 PERCENT PART-TIME	1991 PERCENT PART-TIME	1990 VACANT POSITIONS	1990 VACANCY RATE	1991 VACANT POSITIONS	1991 VACANCY RATE	1990 RESIG-NATIONS	1990 TURNOVER RATE	1991 RESIG-NATIONS	1991 TURNOVER RATE
ALL HEALTH/SOCIAL SERVICE PERSONNEL		36,107	35,185	40.9	44.7	1,311	4.4	566	2.0	3,852	12.8	2,840	10.2
Ambulance Personnel (Paid)***	Total	0	108	0	25.0	0	0	2	1.6	0	0	13	13.5
	Standard St. John Ambul. Cert.	0	4	0	100.0	0	0	0	0.0	0	0	0	0.0
	Advanced St. John Ambul. Cert.	0	2	0	100.0	0	0	0	0.0	0	0	0	0.0
	Emergency Medical Tech.-Ambulance	0	44	0	34.1	0	0	2	3.9	0	0	6	15.8
	Emergency Medical Tech.-Paramedic	0	34	0	0.0	0	0	0	0.0	0	0	2	5.9
	Other Ambulance Personnel	0	24	0	25.0	0	0	0	0.0	0	0	5	23.8
Ambulance Personnel (Volunteer)***	Total	0	22	0	59.1	0	0	0	0.0	0	0	1	6.5
	Standard St. John Ambul. Cert.	0	4	0	0.0	0	0	0	0.0	0	0	0	0.0
	Emergency Medical Tech.-Ambulance	0	12	0	58.3	0	0	0	0.0	0	0	0	0.0
	Other Ambulance Personnel	0	6	0	100.0	0	0	0	0.0	0	0	1	33.3
Child/Youth Care Personnel	Total	41	21	26.8	19.0	0	0.0	0	0.0	6	16.9	9	47.4
	Hospital Child Care Workers	41	21	26.8	19.0	0	0.0	0	0.0	6	16.9	9	47.4
Dental Assistants	Total	13	10	23.1	20.0	0	0.0	0	0.0	3	21.7	1	11.1
	Certified with intra-oral training	13	10	23.1	20.0	0	0.0	0	0.0	3	21.7	1	11.1
Dietary Personnel	Total	3,850	3,700	51.7	53.1	74	2.5	46	1.6	361	12.3	317	11.5
	Dietary Technologist	285	286	37.5	35.3	5	1.9	5	1.9	25	10.6	27	11.3

(CONTINUED)

*1991 data is based on a 93.0 percent response rate from hospitals and nursing homes. To allow for comparisons from 1990 to 1991, the employers who have not yet responded to the 1991 survey are not included in the 1990 data set.
**Definitions for FTE Positions, Vacancy Rates and Turnover Rates are given in Appendix 2(a).
***Explanatory notes on AMBULANCE PERSONNEL, CLINICAL SCIENTISTS, LABORATORY SCIENTISTS, REGISTERED PSYCHIATRIC NURSES, and OTHER HEALTH AND SOCIAL SERVICE PERSONNEL are given in Appendix 2(b).

APPENDIX 1. PRELIMINARY DATA RELEASE*
HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY HOSPITALS AND NURSING HOMES**
MARCH 31, 1990 AND 1991***

		1990 TOTAL PERSONNEL	1991 TOTAL PERSONNEL	1990 PERCENT PART-TIME	1991 PERCENT PART-TIME	1990 VACANT POSITIONS	1990 VACANCY RATE	1991 VACANT POSITIONS	1991 VACANCY RATE	1990 RESIG-NATIONS	1990 TURNOVER RATE	1991 RESIG-NATIONS	1991 TURNOVER RATE
Dietary Personnel	Food Service Worker	2,874	2,668	57.5	59.6	59	2.8	29	1.5	275	13.1	243	12.7
	Dietitian	272	271	37.5	38.0	6	2.4	7	2.9	31	13.7	22	9.5
	Nutritionist	4	20	75.0	65.0	0	0.0	0	0.0	0	0.0	0	0.0
	Other Dietary Personnel	415	455	30.6	34.7	5	1.3	6	1.4	30	8.3	26	6.7
Eye Care Personnel	Total	4	12	75.0	50.0	1	28.6	0	0.0	0	0.0	1	5.6
	Orthoptists	4	12	75.0	50.0	1	28.6	0	0.0	0	0.0	1	5.6
Health Records Personnel	Total	655	676	28.5	29.3	21	3.5	11	1.9	62	10.7	65	11.0
	Health/Medical Records Adm./Librarian	123	119	14.6	19.3	10	8.1	4	3.2	13	10.5	11	9.9
	Health/Medical Record Tech.	281	290	32.0	32.8	5	1.9	5	2.0	21	8.7	20	7.9
	Medical Dicta-Typist/Transcriptionist	182	212	30.8	30.7	6	3.7	2	1.1	26	15.9	25	13.8
	Other Health Care Records Personnel	69	55	33.3	27.3	0	0.0	1	1.0	3	4.3	9	18.8
Home Care Personnel	Total	96	58	62.5	53.4	2	2.2	0	0.0	10	14.8	7	15.3
	Personal Care Attendants	96	58	62.5	53.4	2	2.2	0	0.0	10	14.8	7	15.3
Lab/X-Ray/Diag/Therapeutic Personnel	Total	3,513	3,171	25.4	27.2	97	3.0	75	2.6	307	9.7	209	7.4
	Combined Lab/X-Ray Tech.	168	165	56.5	55.8	4	3.2	1	0.8	15	12.0	9	7.1
	Clinical Scientists***	40	10	2.5	40.0	1	2.5	0	0.0	4	8.6	0	0.0
	Medical Lab. Tech.	1,515	1,355	23.2	25.1	32	2.3	24	1.9	124	9.0	84	6.9
	Medical Lab. Asst./Aides	304	259	30.6	33.6	11	3.9	8	3.6	30	11.0	34	15.2
	Electroencephalographic (EEG) Tech.	42	34	35.7	44.1	1	1.4	2	7.0	5	12.9	1	3.5

(CONTINUED)

*1991 data is based on a 93.0 percent response rate from hospitals and nursing homes. To allow for comparisons from 1990 to 1991, the employers who have not yet responded to the 1991 survey are not included in the 1990 data set.
**Definitions for FTE Positions, Vacancy Rates and Turnover Rates are given in Appendix 2(a).
***Explanatory notes on AMBULANCE PERSONNEL, CLINICAL SCIENTISTS, LABORATORY SCIENTISTS, REGISTERED PSYCHIATRIC NURSES, and OTHER HEALTH AND SOCIAL SERVICE PERSONNEL are given in Appendix 2(b).

APPENDIX 1. PRELIMINARY DATA RELEASE*
HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY HOSPITALS AND NURSING HOMES**
MARCH 31, 1990 AND 1991***

		1990 TOTAL PERSONNEL	1991 TOTAL PERSONNEL	1990 PERCENT PART-TIME	1991 PERCENT PART-TIME	1990 VACANT POSITIONS	1990 VACANCY RATE	1991 VACANT POSITIONS	1991 VACANCY RATE	1990 RESIG-NATIONS	1990 TURNOVER RATE	1991 RESIG-NATIONS	1991 TURNOVER RATE
Lab/X-Ray/Diag/Therapeutic Personnel	Respiratory Therapists	408	349	21.6	21.2	21	5.5	13	4.0	46	11.9	33	10.2
	Electrocardiographic (ECG/EKG) Tech.	88	65	14.8	26.2	1	1.2	0	0.0	6	7.3	3	5.3
	Dialysis Tech.	16	13	0.0	0.0	0	0.0	0	0.0	0	0.0	1	3.8
	Orthopaedic Asst./Tech.	25	35	12.0	20.0	0	0.0	0	0.0	0	0.0	0	0.0
	Laboratory Scientists***	0	24	0	0.0	0	0	2	7.7	0	0	1	3.8
	Medical Radiation Tech.	600	575	30.8	31.3	13	2.5	14	2.7	51	9.8	26	5.2
	Nuclear Medicine Tech.	71	67	15.5	16.4	2	3.0	2	2.4	8	11.1	7	11.1
	Radiation Oncology Tech.	53	60	20.8	21.7	3	5.0	0	0.0	7	13.0	1	1.9
	Diagnostic Medical Sonographers	95	86	10.5	16.3	3	3.2	4	4.8	10	10.8	7	8.4
	Other Lab./X-Ray Personnel	88	74	15.9	13.5	6	6.9	6	8.0	4	4.0	4	4.7
Registered Nursing Personnel	Total	15,140	14,634	41.8	46.7	683	5.4	210	1.8	1,644	13.0	1,046	9.2
	Intensive Care Unit	1,392	1,286	36.9	39.9	90	7.3	31	2.9	143	11.7	104	9.8
	Operating Room	718	667	39.8	40.9	12	2.0	6	1.0	76	12.9	34	6.3
	Recovery Room	172	170	51.7	55.3	2	1.5	2	1.6	5	3.9	5	3.6
	Intravenous Therapy	87	46	58.6	60.9	3	3.9	0	0.0	4	6.2	0	0.0
	Medical/Surgical	4,332	4,205	46.2	50.3	194	5.5	59	1.8	607	17.2	327	10.2
	Maternal/Child	666	902	46.5	50.0	18	3.4	11	1.6	54	10.1	44	6.3
	Emergency Room	604	657	50.7	54.6	17	3.6	12	2.4	80	17.1	49	10.0
	Psychiatric Ward	692	542	32.9	43.7	61	9.5	9	2.1	110	17.1	27	6.2
	Pediatrics	587	611	43.4	50.9	23	4.7	6	1.3	77	16.0	50	10.8

(CONTINUED)

*1991 data is based on a 93.0 percent response rate from hospitals and nursing homes. To allow for comparisons from 1990 to 1991, the employers who have not yet responded to the 1991 survey are not included in the 1990 data set.
**Definitions for FTE Positions, Vacancy Rates and Turnover Rates are given in Appendix 2(a).
***Explanatory notes on AMBULANCE PERSONNEL, CLINICAL SCIENTISTS, LABORATORY SCIENTISTS, REGISTERED PSYCHIATRIC NURSES, and OTHER HEALTH AND SOCIAL SERVICE PERSONNEL are given in Appendix 2(b).

APPENDIX 1. PRELIMINARY DATA RELEASE*
HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY HOSPITALS AND NURSING HOMES**
MARCH 31, 1990 AND 1991***

		1990 TOTAL PERSONNEL	1991 TOTAL PERSONNEL	1990 PERCENT PART-TIME	1991 PERCENT PART-TIME	1990 VACANT POSITIONS	1990 VACANCY RATE	1991 VACANT POSITIONS	1991 VACANCY RATE	1990 RESIG-NATIONS	1990 TURNOVER RATE	1991 RESIG-NATIONS	1991 TURNOVER RATE
Registered Nursing Personnel	Nursing Education	723	505	18.8	25.5	19	2.7	3	0.6	58	8.5	29	6.5
	Administration	1,649	1,214	12.6	15.1	62	3.9	15	1.3	136	8.4	119	10.5
	RN - Other	294	289	43.9	43.3	9	3.8	9	3.8	14	5.9	11	4.5
	Occupational/Staff Health	34	38	32.4	21.1	0	0.0	0	0.0	3	10.5	3	7.4
	Labor Delivery/Recovery Suite	364	378	48.1	47.1	7	2.3	3	1.0	29	10.2	20	6.7
	Short Stay Unit	149	139	38.3	43.2	10	7.7	1	0.9	6	4.6	5	4.5
	Long Term Care/Rehabilitation	1,684	1,827	60.4	62.6	105	8.2	22	1.7	163	12.7	130	10.2
	Out-Patient Services	363	304	47.9	50.3	14	4.8	4	1.5	19	6.4	10	4.1
	General Duty	630	854	60.3	55.5	40	8.3	20	3.1	63	13.0	83	13.0
Non-RN Nursing Personnel	Total	9,357	9,432	46.9	50.4	227	3.1	99	1.4	1,006	13.6	791	11.0
	Graduate Nurse	128	179	39.8	36.3	0	0.0	2	1.0	51	49.3	16	10.8
	Registered Psychiatric Nurse***	493	654	27.4	32.7	23	5.0	22	3.9	49	10.9	80	14.0
	Licensed Practical Nurse	4,073	3,591	48.0	51.5	108	3.4	33	1.2	344	10.7	219	8.1
	Operating Room Tech.	96	102	41.7	38.2	5	6.2	0	0.0	7	8.6	4	4.2
	Other Nursing Staff	4,224	4,507	49.7	54.0	67	2.1	35	1.1	509	15.7	443	13.3
	Porter	343	399	31.8	37.6	25	7.8	8	2.3	47	14.9	30	9.0
Pharmaceutical Personnel	Total	680	665	25.0	32.0	23	3.6	6	1.0	66	10.7	55	9.7
	Pharmacist	380	372	26.6	34.4	15	4.4	4	1.1	37	10.7	38	12.2
	Pharmacy Asst./Tech.	264	267	24.2	28.5	7	2.7	2	0.9	29	11.9	17	7.1
	Other Pharmaceutical Personnel	36	26	13.9	34.6	1	2.9	0	0.0	1	1.4	0	0.0

(CONTINUED)

*1991 data is based on a 93.0 percent response rate from hospitals and nursing homes. To allow for comparisons from 1990 to 1991, the employers who have not yet responded to the 1991 survey are not included in the 1990 data set.
**Definitions for FTE Positions, Vacancy Rates and Turnover Rates are given in Appendix 2(a).
***Explanatory notes on AMBULANCE PERSONNEL, CLINICAL SCIENTISTS, LABORATORY SCIENTISTS, REGISTERED PSYCHIATRIC NURSES, and OTHER HEALTH AND SOCIAL SERVICE PERSONNEL are given in Appendix 2(b).

APPENDIX 1. PRELIMINARY DATA RELEASE*
HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY HOSPITALS AND NURSING HOMES**
MARCH 31, 1990 AND 1991***

		1990 TOTAL PERSONNEL	1991 TOTAL PERSONNEL	1990 PERCENT PART-TIME	1991 PERCENT PART-TIME	1990 VACANT POSITIONS	1990 VACANCY RATE	1991 VACANT POSITIONS	1991 VACANCY RATE	1990 RESIG-NATIONS	1990 TURNOVER RATE	1991 RESIG-NATIONS	1991 TURNOVER RATE
Psychological Personnel	Total	192	155	13.0	20.6	9	4.5	9	6.1	25	13.3	12	8.1
	Psychologist	164	122	13.4	19.7	9	5.3	9	7.6	16	9.9	9	7.6
	Psychological Asst.	14	14	14.3	21.4	0	0.0	0	0.0	4	30.8	3	24.0
	Other Psych./Social/Counsellor/Therapist	14	19	7.1	26.3	0	0.0	0	0.0	5	37.0	0	0.0
Rehabilitation Therapy Personnel	Total	2,000	1,947	29.8	34.3	160	8.6	100	5.8	304	16.3	253	14.8
	Occupational Therapist	344	340	28.5	32.1	59	16.5	31	9.7	77	21.8	58	18.4
	Occupational Therapy Asst./Aide	80	84	26.3	31.0	2	2.1	3	3.4	9	12.7	4	5.4
	Physical Therapist	552	516	32.1	34.9	79	14.5	51	10.7	94	17.3	88	18.4
	Other Physical Therapy Personnel	167	168	37.1	39.9	4	2.5	1	0.4	16	11.5	7	4.8
	Speech Pathologist/Therapist	115	102	26.1	30.4	5	4.3	3	2.8	19	17.7	12	12.9
	Speech Pathologist Asst./Aide	8	3	25.0	0.0	0	0.0	1	14.3	0	0.0	2	57.1
	Clinical Audiologist	26	18	26.9	38.9	0	0.0	0	0.0	1	4.4	1	6.9
	Audiometric Tech.	1	1	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	Recreational Therapy Asst./Aide	329	281	37.1	49.1	6	2.2	2	0.9	49	17.9	35	16.4
	Prosthetist/Orthotist	12	13	0.0	0.0	0	0.0	1	7.1	4	33.3	1	7.1
	Prosthetic and Orthotic Clinician /Tech.	18	19	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	Rehabilitation Practitioner	14	6	0.0	0.0	0	0.0	0	0.0	1	7.1	2	33.3
	Remedial Gymnast	2	1	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

(CONTINUED)

*1991 data is based on a 93.0 percent response rate from hospitals and nursing homes. To allow for comparisons from 1990 to 1991, the employers who have not yet responded to the 1991 survey are not included in the 1990 data set.
**Definitions for FTE Positions, Vacancy Rates and Turnover Rates are given in Appendix 2(a).
***Explanatory notes on AMBULANCE PERSONNEL, CLINICAL SCIENTISTS, LABORATORY SCIENTISTS, REGISTERED PSYCHIATRIC NURSES, and OTHER HEALTH AND SOCIAL SERVICE PERSONNEL are given in Appendix 2(b).

APPENDIX 1. PRELIMINARY DATA RELEASE*
HEALTH AND SOCIAL SERVICE PERSONNEL EMPLOYED BY HOSPITALS AND NURSING HOMES**
MARCH 31, 1990 AND 1991***

		1990 TOTAL PERSONNEL	1991 TOTAL PERSONNEL	1990 PERCENT PART-TIME	1991 PERCENT PART-TIME	1990 VACANT POSITIONS	1990 VACANCY RATE	1991 VACANT POSITIONS	1991 VACANCY RATE	1990 RESIG-NATIONS	1990 TURNOVER RATE	1991 RESIG-NATIONS	1991 TURNOVER RATE
Rehabilitation Therapy Personnel	Recreational Therapist	239	255	20.9	25.9	5	2.3	5	2.0	26	11.9	33	14.3
	Rehabilitation Aide	33	49	42.4	28.6	0	0.0	3	5.6	2	5.8	3	6.7
	Other Rehabilitation Personnel	60	91	20.0	31.9	2	3.6	2	2.5	8	13.4	9	10.8
Social Service Personnel	Total	2	1	50.0	0.0	0	0.0	0	0.0	1	33.3	0	0.0
	Social Service Aide	1	0	100.0	0	0	0.0	0	0	1	100.0	0	0
	Life Skills Coach	1	1	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Social Work Personnel	Total	315	310	16.2	19.7	13	4.1	7	2.4	38	12.6	39	13.4
	Master's of Social Work	142	155	16.2	20.0	11	7.4	4	2.8	14	9.6	17	11.5
	Related Master's Degree	12	7	16.7	0.0	0	0.0	0	0.0	1	4.5	2	28.6
	Bachelor's of Social Work	147	133	17.0	18.8	2	1.5	3	2.0	23	16.5	16	13.0
	Unrelated Master's/Bachelor's Degree	4	1	0.0	0.0	0	0.0	1	33.3	0	0.0	0	0.0
	Other Social Worker	8	3	0.0	66.7	0	0.0	0	0.0	0	0.0	0	0.0
	Social Services Diploma	2	11	50.0	27.3	0	0.0	0	0.0	2	100.0	4	42.1
Other Health Care/Service Personnel	Total	249	263	20.1	18.6	6	2.4	4	1.4	21	9.2	25	10.1
	Other Health/Social Service Personnel***	249	263	20.1	18.6	6	2.4	4	1.4	21	9.2	25	10.1

*1991 data is based on a 93.0 percent response rate from hospitals and nursing homes. To allow for comparisons from 1990 to 1991, the employers who have not yet responded to the 1991 survey are not included in the 1990 data set.
**Definitions for FTE Positions, Vacancy Rates and Turnover Rates are given in Appendix 2(a).
***Explanatory notes on AMBULANCE PERSONNEL, CLINICAL SCIENTISTS, LABORATORY SCIENTISTS, REGISTERED PSYCHIATRIC NURSES, and OTHER HEALTH AND SOCIAL SERVICE PERSONNEL are given in Appendix 2(b).

APPENDIX 2(A). DEFINITION OF TERMS

1. Full-time Equivalent Positions (FTE positions):
   FTE Positions = [full-time + (part-time/2)] number of personnel +
   [full-time + (part-time/2)] number of vacancies

2. Full-time Equivalent Vacancies (FTE vacant positions):
   FTE Vacant Positions = [full-time + (part-time/2)] number of vacancies

3. Vacancy Rate:
   Vacancy Rate = $\frac{\text{full-time equivalent vacant positions}}{\text{full-time equivalent positions}}$ X 100

4. Full-time Equivalent Resignations (FTE resignations):
   FTE Resignations = [full-time + (part-time/2)] number of resignations

5. Turnover Rate:
   Turnover Rate = $\frac{\text{full-time equivalent resignations}}{\text{full-time equivalent positions}}$ X 100

APPENDIX 2(B). EXPLANATORY NOTES ON OCCUPATIONS MEASURED

1. In 1990, no data was collected on ambulance personnel employed by acute care hospitals. Information on ambulance personnel employed by acute care hospitals was collected for the first time in 1991.

2. In 1990, hospitals supplied data on *Medical Laboratory Scientists*. In 1991, this occupational group was divided into two separate occupational categories: *Clinical Scientists* (Masters or Ph.D. level training) and *Laboratory Scientists* (B.Sc. degree or equivalent).

3. In 1990, registered psychiatric nurses (RPNs) from one psychiatric hospital were included in the category of registered nurse (RN)- psychiatric speciality. In 1991, all RPNs were counted under the RPN category.

4. 'Other Health and Social Service Personnel' includes program administrators, clerical support and other health and social service personnel not elsewhere classified.